United Nations A/C.5/64/L.12

General Assembly

Distr.: Limited
15 December 2009

Original: English

Sixty-fourth session
Fifth Committee
Agenda item 139
United Nations common system

Draft resolution submitted by the Chairperson following informal consultations

United Nations common system: report of the International Civil Service Commission for 2009

The General Assembly,

Recalling its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007 and 63/251 of 24 December 2008,

Having considered the report of the International Civil Service Commission for the year 2009,[1]

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Reaffirming the statute of the Commission[2] and the central role of the Commission and the General Assembly in the regulation and coordination of the conditions of service of the United Nations common system,

1. *Takes note with appreciation* of the work of the International Civil Service Commission;

2. *Takes note* of the report of the Commission for 2009;[1]

[1] *Official Records of the General Assembly, Sixty-fourth Session, Supplement No. 30* and corrigendum (A/64/30 and Corr.2).

[2] Resolution 3357 (XXIX), annex.

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Please recycle

A. Conditions of service of staff in the Professional and higher categories

1. Evolution of the margin

Recalling section I.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as "the margin"),

1. *Notes* that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2009 is estimated at 113.8 and that the average margin level for the past five years (2005-2009) stands at 113.6;

2. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

2. Base/floor salary scale

Recalling its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

Approves, with effect from 1 January 2010, as recommended by the Commission in paragraph 66 of its report,[1] the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories contained in annex IV to the report;

3. Gender balance and geographical distribution

1. *Notes with disappointment* the insufficient progress made with regard to the representation of women in the organizations of the United Nations common system, and in particular their significant underrepresentation at senior levels;

2. *Notes* the decisions of the Commission contained in paragraph 88 of its report;[1]

3. *Invites* the Commission to continue to monitor future progress in achieving gender balance, including the aspect of regional representation if it deems it appropriate, and to make recommendations on practical steps that should be taken to improve the representation of women in the organizations of the United Nations common system;

4. *Welcomes* the decision of the Commission to encourage the organizations of the common system to promote and implement innovative approaches, such as outreach initiatives, to attract, develop and retain the most talented men and women;

5. *Requests* the Commission to review measures taken by organizations participating in the common system concerning the implementation of paragraph 3

of Article 101 of the Charter of the United Nations and to report its findings, as appropriate;

6. *Encourages* the Commission to consider further issues relating to the retention of female staff;

B. Conditions of service applicable to both categories of staff

1. Separation payments

1. *Takes note* of the recommendation of the Commission to introduce end-of-service severance pay in common system organizations for fixed-term staff involuntarily separating from the organization upon the expiration of their contract after ten or more years of continuous service;

2. *Decides* to revert to the question of the proposed end-of-service severance pay at its sixty-fifth session;

3. *Takes note* of the recommendation of the Commission for governing bodies of the United Nations common system organizations to harmonize their termination indemnity schedule with that of the United Nations, and requests the Commission to review the application of the termination indemnity and to report thereon to the General Assembly at its sixty-fifth session;

4. *Reaffirms* that the repatriation grant should not be payable to staff living in their home country and working abroad or to staff with permanent resident status at the last duty station, and reiterates its call to the governing bodies of the common system organizations to align their provisions regarding repatriation grant eligibility with those applicable in the United Nations;

5. *Reiterates* that the death grant should not be payable to secondary dependants, and reiterates its call to the governing bodies of the common system organizations to align their provisions regarding death grant with those applicable in the United Nations;

2. Mandatory age of separation

1. *Notes* paragraphs 17 and 20 of the report of the International Civil Service Commission,[1] and requests the Commission to report to the General Assembly at its sixty-sixth session on the results of the comprehensive analysis of the possibility of changing the mandatory age of separation, including the implications in the areas of human resources policies and pensions;

2. *Requests* the Commission to report to the General Assembly at its sixty-sixth session with advice and recommendations on succession planning within the organizations of the United Nations common system;

C. Other matters

1. Senior Management Network

1. *Notes* the decision of the United Nations System Chief Executives Board for Coordination to discontinue work on the Senior Management Network;

2. *Requests* the Commission to monitor the adequacy and effectiveness of measures aimed at improving management capacity and performance within the

United Nations common system and to report to the General Assembly on these matters, as appropriate;

2. General Service salary survey methodologies

Requests the Commission, when reviewing the General Service salary survey methodologies under the Fleming principle, in accordance with the programme of work of the Commission for 2010-2011,[3] to give higher consideration to the local national civil service among the retained employers, taking into account that the United Nations is a civil service organization.

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[3] *Official Records of the General Assembly, Sixty-fourth Session, Supplement No. 30* and corrigendum (A/64/30 and Corr.2), annex I.